

EXECUTIVE ORDER

05-11

June 22, 2005

ESTABLISHING HUMAN RESOURCES SERVICE CENTERS WITHIN THE DEPARTMENT OF ADMINISTRATION

WHEREAS, the Executive Branch directly reporting to the Governor is comprised of more than ten thousand (10,000) full time equivalent positions, of whom more than two hundred fifty (250) employees are identified as performing human resources activities;

WHEREAS, nearly every department and agency within the Executive Branch is responsible for establishing and maintaining its own human resources programs, specifically including personnel, labor relations, equal opportunity, training, workers' compensation and payroll functions; and nearly one hundred fifty (150) of the full time equivalent positions performing human resources activities are in these specific human resources programs;

WHEREAS, the departmental and agency human resources programs often are unable to provide adequate support in one or more of the above functions, often duplicate processes performed by the Office of Personnel Administration within the Department of Administration, often lack consistency in the services provided, and often experience significant time delays in the delivery of services;

WHEREAS, the current system often results in disparate human resources practices among agencies, inconsistent applications of state policy, a fragmented and uncoordinated use of technology, the performance of redundant activities, few rewards for superior performance, decreased employee morale and productivity, and high costs for the citizens of this state; and

WHEREAS, consolidation of human resources programs within the Department of Administration, combined with standardization of human resources policies on a statewide basis, implementation of uniform human resources practices, automation of tasks, and combination of redundant activities, will result in a more effective and efficient human resources management within state government.

NOW, THEREFORE, I, DONALD L. CARCIERI, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. There shall be created within the Department of Administration, under the direction of the Personnel Administrator, four (4) new Human Resources Service Centers ("Centers"), each of which will service a cluster of departments and agencies as described herein.
2. The Personnel Administrator shall be responsible for incorporating existing agency human resources programs into the Centers.
3. Each Center shall be responsible for establishing and maintaining a human resources program to support the agencies in one of the following functional groupings: human services agencies; public safety agencies; general government agencies; and transportation, natural resources, and educational agencies.
4. Each Center, under the direction of the Personnel Administrator, shall also be responsible for standardizing human resources policies on a statewide basis, implementing uniform human resources practices, automating tasks, and eliminating redundant activities.
5. All State departments and agencies shall cooperate and assist the Personnel Administrator in the performance of his or her responsibilities pursuant to this Order.

This Executive Order shall take effect immediately upon the date hereof and shall remain in effect until rescinded.

So Ordered:

Donald L. Carcieri

Dated: _____